

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 2
2005-2007 MEMORANDUM OF UNDERSTANDING**

**Exclusive Employee Representative
California Attorneys, Administrative Law Judges and Hearing Officers
In State Employment (CASE)**

May 12, 2006

Number of Employees: Approximately 3182 full-time equivalents

I. Compensation

2005-2006

- **Cost of Living Adjustment:** Effective July 1, 2005, all Unit 2 employees receive a 2.5% COLA.
- **Equity Adjustments:** Effective July 1, 2005, the starting salary for new attorneys with less than 1 year of legal experience is \$4410 (up from the previous level of \$3834).

2006-2007

- **Cost-of-Living Adjustment:** Effective July 1, 2006, all Unit 2 employees will receive a 3.4% COLA.
- **Equity Adjustments:** Effective July 1, 2006, the pay range for all Attorney III and Attorney IV classes will go up by one step. This means that incumbents in these classes who have been at the maximum step for at least 12 months will receive a 5% increase, in addition to the COLAs listed above.

II. Health Benefits

- **Employer Contribution:** Effective January 1, 2006, the State's contribution toward health, dental, and vision premiums for all eligible employees will increase to \$365/mo. for 1-party, \$696/mo. for 2-party, and \$906/mo. for family coverage. These amounts will continue for the term of the agreement.
- **Dependent Coverage:** For employees hired on or after July 1, 2006, the State will contribute the full amount for 1-party coverage and, during the first year of employment, half its normal dependent contribution. During the employee's second year, the State will contribute 75% of its normal dependent contribution; after two years, the State will make its full contribution for dependents.

III. Retirement

- **Employee Contribution:** Beginning July 1, 2006, employees in the Tier 1 Miscellaneous, Industrial, and Safety retirement categories will pay an additional 1% of salary toward pension costs.
- **Benefit Calculation:** For employees hired on or after July 1, 2006, retirement benefits will be based on their highest consecutive three-year average.

IV. Holidays

- Unit 2 agrees to eliminate one paid holiday (Lincoln's Birthday) if the State reaches agreement with all the other State bargaining units to do so.

V. Other

- ***Attorney III Allocations:*** Effective upon implementation of this agreement, contract language regarding the allocation of Attorney III positions will be adjusted to provide greater flexibility to departments to fill these positions.

VI. Duration

- The terms of this agreement go into effect at the beginning of the pay period following ratification by the Legislature and the union and remain in full force and effect through June 30, 2007.